

CHARTER FOR FULTON LEADERSHIP ACADEMY

This Charter for Fulton Leadership Academy ("Charter") is entered into by and between the Fulton Leadership Academy, Inc. ("Petitioner") and the Georgia Charter Schools Commission ("Commission") (collectively referred to as "the parties").

WHEREAS, the Petitioner submitted a petition to the Commission proposing to establish a Commission charter school pursuant to O.C.G.A. §§ 20-2-2080 *et seq.* ("Georgia Charter Schools Commission Act") and O.C.G.A. § 20-2-2060 *et seq.*, the Charter Schools Act of 1998 ("Charter Schools Act");

WHEREAS, the Commission finds that the petition complies with the provisions of O.C.G.A. § 20-2-2085, the Charter Schools Act, the rules, regulations, policies and procedures promulgated in accordance with O.C.G.A. § 20-2-2063 and further finds that the petition is in the public interest; and

WHEREAS, pursuant to O.C.G.A. § 20-2-2083, the Commission grants this Charter to permit Petitioner to operate Fulton Leadership Academy ("the Charter School") in accordance with the terms and conditions of this Charter.

NOW THEREFORE, in consideration of the promises, mutual agreements, and covenants contained herein and other good and valuable consideration, the sufficiency of which is hereby acknowledged, the parties agree as follows:

1. Charter Term. The Commission grants this Charter to Petitioner to operate the Charter School for a five-year term beginning on July 1, 2010 and expiring on June 30, 2015.
2. Grade Range. The Charter School shall serve students in grades 6 through 12. The Charter School shall serve students in grade 6 in its first year of operation, and in each subsequent year of operation, the Charter School shall enroll another cohort of sixth graders.
3. Mission Statement. The Charter School is committed to empowering young men in grades 6 through 12 with a rigorous academic environment to become productive civic leaders with a focus on aeronautical careers.
4. Essential Innovative Features. The Charter School shall be a single-gender charter school that focuses on high academic achievement, leadership and positive character development for young men in Fulton County. The Charter School shall provide an aeronautical career focus for a systematic study and practical use of science and mathematics. In addition, the Charter School shall incorporate into the curriculum skills for leadership, character building, work ethic, communication, decision-making, public speaking, team building, and negotiation. The Charter School shall provide an extended day program and shall require its students to participate in a work-based learning or internship, community service, and take the ACT or SAT prior to high school graduation.

5. Maximum Flexibility Allowed By Law. In exchange for the Charter School's agreement to meet or exceed the performance-based goals and measurable objectives set forth in Section 6 below, the Commission shall grant the maximum flexibility allowed by law to the Charter School. Pursuant to O.C.G.A. § 20-2-2065(a), the Charter School shall be entitled to the maximum flexibility allowed by law from the provisions of Title 20 of the Official Code of Georgia Annotated and from any state or local rule, regulation, policy, or procedure established by a local board of education, the State Board of Education ("State Board") or the Georgia Department of Education ("Department"). Notwithstanding this maximum flexibility, the Charter School shall comply with the terms of this Charter, the Charter Schools Act, including the provisions set forth in Section 16 below, and any rules, regulations, policies, or procedures established by the State Board consistent with the Charter Schools Act.
6. Performance-based Goals and Measurable Objectives. In exchange for the flexibility granted in Section 5 above, the Charter School agrees to meet or exceed the following performance-based goals and measurable objectives that are designed to result in improvement of student achievement:
- a. Goal 1 – Demonstrate a High Level of Academic Achievement. As students progress through the grades (6-12), their progress towards meeting or exceeding expectations will improve each year.
 - i. Measure 1: In grades 6, 7, and 8, the objective will be to reduce the percentage of students in each cohort group not meeting standards by at least 20% each year and to increase the percentage of students exceeding standards by 20% each year in mathematics, science, reading/language arts and social studies.
 - ii. Measure 2: In grades 9 and 10, the objective will be to reduce the percentage of students in each cohort group not meeting standards by at least 20% each year and to increase the percentage of students exceeding standards by 20% each year in mathematics and science.
 - b. Goal 2 - Give Back to the Community: Each student will participate in at least 5 hours of community building and service activities the first year, 5 hours the second year, 10 hours the third year, and 20 hours for the duration of their educational tenure at the Charter School.
 - c. Goal 3 - Assessment Compared to Fulton County Schools: For each year of operation, the Charter School's overall student assessment results will be compared to male students in the Fulton County School System. The following comparison goals will be achieved during and after the first year of the school's operation:
 - i. Measure 1: When comparing by grade level, the percentage of Charter School's students meeting standards on the CRCT in mathematics,

science, reading, social studies and English / language arts will meet or exceed the percentage of Fulton County male students.

- ii. Measure 2: The Charter School's 8th grade students will meet or exceed the performance of Fulton County male students on the ITBS.
 - iii. Measure 3: With regard to the GHSGT, the percentage of Charter School's students completing this examination will meet or exceed the percentage of Fulton County male students passing all four academic areas and the writing skills portion of the test.
 - iv. Measure 4: With regard to the Scholastic Aptitude Test, all Charter School's students will sit for the examination with the expectation that they will meet or exceed the mean Verbal and Math scores for male students in Fulton County.
 - v. Measure 5: For each school year, the retention rate of the Charter School's students will be higher than the average retention rate for the male students in demographically similar schools in the Fulton County School System. The attrition rate for the Charter School students will be lower than that of the Fulton County School System each year.
- d. Goal 4 - Parental Involvement and Satisfaction: The Charter School will develop and implement activities to promote parental involvement and quality communication between the school and parents.
- i. Measure 1: Parents / guardians will participate in parental involvement activities averaging 10 hours per year, per family, exceeding 80% as will be measured by the Charter School's monthly documentation system.
 - ii. Measure 2: An annual survey measuring parent satisfaction with the academic program will be conducted at the conclusion of the school year, and will equal or exceed 85% satisfaction.
- e. Goal 5 - Fiduciary Responsibility: The Charter School will maintain organizational strength by demonstrating fiduciary and financial responsibility.
- i. Measure: Budgets for each school year will demonstrate effective allocation of financial resources to ensure effective delivery of the school mission as measured by yearly balanced budgets submitted to the Department. All budgets will be reviewed monthly by the Finance Committee of the Board of Directors. Additionally, external, annual audit reports will demonstrate that the Charter School meets or exceeds professional accounting standards.

7. Assessment and Accountability. Notwithstanding Sections 5 and 6 above, the Charter School is subject to all accountability and assessment requirements set forth within Title 20 of the Official Code of Georgia Annotated and any corresponding State Board Rules, including but not limited to the accountability provisions of O.C.G.A. § 20-14-30 through § 20-14-41. The Charter School further is subject to all federal accountability requirements under No Child Left Behind.
8. Local Education Agency ("LEA") Status. The Charter School shall be considered a separate LEA and shall comply with all reporting requirements applicable to LEAs under state statutes and State Board rules and regulations and other all laws, rules and regulations applicable to LEAs.
9. Annual Report. The Charter School shall submit an annual report by October 1 of each year that complies with all requirements set forth in O.C.G.A. § 20-2-2067.1(c), including but not limited to an indication of the Charter School's progress towards the goals and objectives stated in Section 6 above and all state-mandated assessment and accountability scores from the previous year.
10. Open Enrollment and Admissions. The Charter School shall comply with the open enrollment and admissions provisions set forth in O.C.G.A. § 20-2-2066. Enrollment shall be open to any student in accordance with the following criteria:
 - a. Attendance Zone. Enrollment shall be open to any student who resides within the Fulton County School System attendance zone.
 - b. Application. To be eligible for enrollment at the Charter School, students residing in the attendance zone must submit a timely application to the Charter School in accordance with the deadline set by the Charter School. The Charter School may not use admissions criteria or applications that would not otherwise be used at a traditional public school, including requests for letters of recommendation, essays, resumes, or information regarding a student's school or community activities, grades, test scores, attendance record, or disciplinary history. The Charter School may use applications for the purpose of verifying the student's residence within the school's attendance zone and grade level. The Charter School may gather other relevant information from students after enrollment is determined.
 - c. Random Lottery. If the number of timely applicants received by the Charter School exceeds the capacity of a program, class, grade level or building, the Charter School shall ensure that such applicants have an equal chance of being admitted through a random lottery.
 - d. Statutory Enrollment Priorities. In accordance with O.C.G.A. § 20-2-2066(a)(1)(A), the Charter School may give enrollment preference to the following categories of applicants and in the following priority:
 - i. Siblings of students enrolled in the Charter School; and

- ii. Students whose parent or guardian is a member of the Governing Board of the Charter School or is a full-time teacher, professional, or other employee at the Charter School.

11. Funding.

- a. First Year of Operation. Pursuant to O.C.G.A. § 20-2-2090(d), the Department shall calculate and distribute funding for the first year of the Charter School's operation based on the projected enrollment according to an enrollment counting procedure utilized by the Charter School and approved by the Department. This enrollment projection will be confirmed by the Department's initial student count conducted in the fall of the first year of operation under this Charter. Once this initial student count is determined in the Charter School's first year of operation, the payments to the Charter School will be adjusted as appropriate to fund the actual enrollment. In the event the projected student count used for funding purposes prior to the initial student count is greater than the actual student count confirmed during the initial student count, the payments to the Charter School will be adjusted to compensate for the initial overpayment.
- b. Subsequent Years of Operation. Pursuant to O.C.G.A. § 20-2-2090(d), after the initial student count during the first year of operation and in all subsequent years of operation, the Charter School's student enrollment shall be based on the actual enrollment in the current school year as determined by the student count conducted by the Department. This student count will serve as the basis for funding the school in accordance with the Georgia Charter Schools Commission Act.
- c. Appropriation of State and Federal Funds. In accordance with the Charter Schools Commission Act, the Charter School shall receive an amount equal to a proportional share of local revenue for each student enrolled in the Charter School. For the purpose of distributing the proportional share of local revenue using state and federal funds as required by the Charter Schools Commission Act, O.C.G.A. § 20-2-2090, the Department will make an ensuing reduction from the relevant sending district.

12. Withdrawal without Penalty. The Charter School shall comply with the provisions of O.C.G.A. § 20-2-2066(d) for withdrawing students. The Charter School agrees that a student may withdraw without penalty from the Charter School at any time and enroll in another public school in the local school system in which he or she resides.

13. State and Federally Mandated Educational Services.

- a. Students with Disabilities. The Charter School shall comply with all federal special education laws and regulations applicable to LEAs, including Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act, and the Individuals with Disabilities Education Act.

- b. English Language Learners. The Charter School shall comply with all applicable state and federal laws and regulations relating to the provision of educational services to English Language Learners.
- c. Supplemental Education. The Charter School shall provide supplemental education services in required cases pursuant to State Board of Education Rule 160-4-5-.03 and No Child Left Behind.
- d. Remediation. The Charter School shall provide remediation in required cases pursuant to State Board of Education Rule 160-4-5-.01 and No Child Left Behind.

14. Governance Structure.

- a. Governing Board. The Charter School shall utilize a governing body in the form of a Governing Board, which shall operate in accordance with its bylaws and which shall be responsible for complying with and carrying out the provisions of this Charter, including compliance with all applicable law.
- b. Function. It shall be the function of the Governing Board to uphold the Charter School's mission and vision, to set policy for the Charter School, to ensure effective organizational planning, and to ensure financial stability of the Charter School.
- c. Public Meetings. The Governing Board is subject to and shall comply with the Open and Public Meetings Act, O.C.G.A. § 50-14-1 *et seq.* The Governing Board shall conduct regular meetings consistent with principles of transparency and avoidance of actual or apparent conflicts of interest in the governance of the Charter School.
- d. Public Records. The Governing Board is subject to and shall comply with the Georgia Open Records Act, O.C.G.A. § 50-18-70 *et seq.* The Governing Board shall maintain its adopted policies, budgets, meeting agendas and minutes and shall make such documents available for public inspection.
- e. Conflicts of Interest. The Governing Board shall establish a formal policy to prevent and disclose conflicts of interest. Members of the Governing Board and all individuals employed at Charter School shall abide by such conflicts of interest policy.
- f. Public Status. Petitioner assures that the Charter School shall be a public, nonsectarian, nonreligious, nonprofit school organized and operated under the laws of the State of Georgia. Petitioner further assures that the Charter School shall not be home based.

15. Fiscal Control.

- a. LEA Financial Reporting Requirements. The Charter School shall follow the financial requirements of the Charter Schools Section of the Department's Financial Management for Georgia Local Units of Administration manual. The Charter School shall submit all information required by the State Accounting Office for inclusion in the State of Georgia Comprehensive Annual Financial Report.
- b. Annual Audit. The Charter School shall have an annual financial audit conducted by an independent certified public accountant licensed in the State of Georgia.
- c. Chief Financial Officer. The Charter School shall designate a Chief Financial Officer, who shall possess the following minimum qualifications:
 - i. A baccalaureate or higher degree in business, accounting, or finance from an accredited college or university and a minimum of four (4) years experience in a field related to business or finance; or
 - ii. Documented experience of ten (10) or more years in the field of business and financial management.
- d. Federal Monitoring Requirements. The Charter School shall comply with all federal monitoring requirements related to the receipt of federal funds.
- e. Charter School Program Eligibility. In the event the Charter School seeks grant funds under the federal Charter School Program, the Charter School must satisfy all federal eligibility requirements as a prerequisite to applying for and receiving such funds.
- f. Insurance. Prior to opening, the Charter School shall secure adequate insurance coverage, and the Charter School shall maintain such coverage throughout the Charter term in accordance with the laws of the State of Georgia.

16. Compliance with Other Laws, Rules, and Regulations. The Charter School shall operate in accordance with the United States Constitution, the Constitution of the State of Georgia and all applicable federal, state and local laws that may not be waived pursuant to O.C.G.A. § 20-2-2065, including the following, which are listed by way of example and not by way of limitation.

- a. Civil Rights, Insurance, Health and Safety and Conflicting Interests. The Charter School shall operate in accordance with all applicable federal, state, and local rules, regulations, court orders and statutes relating to civil rights; insurance; the protection of the physical health and safety of students, employees, and visitors; conflicting interest transactions and the prevention of unlawful conduct.

- b. Unlawful Conduct. The Charter School shall be subject to all laws relating to unlawful conduct in or near a public school.
 - c. Student Conduct and Discipline. The Charter School shall maintain and implement a written policy regarding student discipline, which policy shall be consistent with due process.
 - d. State Board Rules. The Charter School shall operate in accordance with all State Board Rules promulgated in accordance with O.C.G.A. § 20-2-240 during the term herein that are not subject to any waiver granted in Section 5 above.
 - e. Prohibition on Discrimination. The Charter School shall not discriminate against students on the basis of disability, race, creed, color, gender, national origin, religion, ancestry, marital status, the need for special educational services or any other characteristic protected by local, state or federal law.
 - f. Reporting Requirements. The Charter School shall be subject to all reporting requirements of O.C.G.A. §§ 20-2-160, 20-2-161(e), 20-2-320 and 20-2-740.
 - g. Tuition. The Charter School shall not charge tuition or fees to its students except as may be authorized for local boards pursuant to O.C.G.A. § 20-2-133.
 - h. Brief Period of Quiet Reflection. The Charter School shall comply with O.C.G.A. § 20-2-1050, which requires a brief period of quiet reflection.
 - i. Family Educational Rights and Privacy Act. The Charter School is subject to all provisions of the federal Family Educational Rights and Privacy Act, 20 U.S.C. § 1232g. In the event the Charter School closes, it shall transmit all official student records in the manner prescribed by the State Board.
17. Employment Matters. The Petitioner shall be the employer of all employees of the Charter School and its employees shall not be considered employees of the Commission, the State Board or the Department.
- a. Background Checks. The Charter School shall adopt background check procedures and shall ensure that all prospective staff members undergo a fingerprinting and background check prior to beginning work at the Charter School.
 - b. Teachers' Retirement System. All qualified teachers at the Charter School shall be members of the Georgia Teachers' Retirement System (TRS) and subject to its requirements. The Charter School is responsible for making arrangements with TRS and making monthly contributions for its teachers in accordance with state requirements.

18. Record Inspection. Subject to state and federal laws, the Commission, the State Board, the Department and their agents, and the state auditor's office shall have the right to examine and copy all records, reports, documents, and files relating to any activity, program, or student of the Charter School.
19. Facilities. Prior to opening the Charter School and prior to students occupying any proposed facility, the Charter School shall obtain and submit the following documents to the Commission:
- a. Documentation of Ownership or Lease Agreement. The Charter School shall obtain documentation of ownership or the lease agreement for the facility that will house the Charter School.
 - b. Certificate of Occupancy. The Charter School shall obtain a Certificate of Occupancy for the facility in which the Charter School shall be located.
 - c. Emergency Safety Plan. The Charter School shall prepare a safety plan in accordance with O.C.G.A. § 20-2-1185, which plan shall be submitted to the Georgia Emergency Management Agency.
20. Transportation. To the extent the Charter School offers a transportation program for its students, the Charter School shall ensure that the program complies with all applicable laws governing transportation of students.
21. Food Services. To the extent the Charter School offers a food service program, the Charter School shall ensure that the program complies with all applicable laws governing food service for students.
22. Termination of Charter.
- a. Termination Procedures. The parties acknowledge and agree that this Charter may be terminated following the procedures set forth in O.C.G.A. § 20-2-2068 and the accompanying State Board Rule.
 - b. Requests for Termination. The termination of this Charter may be requested by a majority of the parents or guardians of the students enrolled in the Charter School, a majority of the faculty and instructional staff employed at the Charter School, or the Commission following the procedures identified in Section 22(a).
 - c. Termination Grounds. In accordance with Sections 22(a) and (b), the Commission may terminate this Charter based on any of the following grounds:
 - i. The Charter School's failure to comply with any recommendation or direction of the State Board with respect to O.C.G.A. § 20-14-41;

- ii. The Charter School's failure to adhere to any material term of this Charter, including but not limited to the performance goals set forth in Section 6 above;
 - iii. The Charter School's failure to meet generally accepted standards of fiscal management;
 - iv. The Charter School's violation of applicable federal, state, or local laws, or court orders;
 - v. The existence of competent substantial evidence that the continued operation of the Charter School would be contrary to the best interests of the students or the community;
 - vi. The Charter School's failure to comply with any provision of O.C.G.A. § 20-2-2065;
 - vii. The existence of conditions that place the health, safety or welfare of students or staff of the Charter School in danger; or
 - viii. Other sufficient grounds the Commission finds appropriate to terminate the Charter as a result of evidence presented at the hearing on a request for termination brought by a majority of the parents or guardians of students enrolled at the Charter School or by a majority of the faculty and instructional staff employed at the Charter School.
- d. Distribution of Funds and Assets. In the event the Charter School ceases operation for any reason, the Charter School and its Governing Board will be responsible for concluding the business and affairs of the Charter School and will cooperate with the State Board to the extent necessary to provide an orderly return of the students to their local school. Any public surplus remaining at the time the Charter School ceases operation shall be remitted to the State Board within 30 days of ceasing operations. Any furniture and equipment purchased with public funds shall be delivered to the State Board, whichever is appropriate, within 30 days of ceasing operations. The State Board shall not be responsible for the Charter School's unpaid debts in the event the Charter School does not have sufficient funds to pay all of its debts at the time it ceases operation.

23. Suspension.

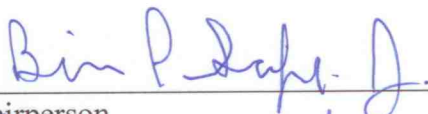
- a. Pre-Opening Suspension. In the event the Charter School fails to comply with any provision set forth in this Charter that requires compliance prior to the opening of the Charter School, the opening may be suspended until a time after all requirements have been fulfilled by the Charter School and as determined by the Commission. Suspension shall not result in an extension of the Charter term set forth above in Section 1.

- b. Emergency Termination. In the event of an emergency, any party to this Charter or the State Board may request an emergency termination and the State Board, through a regular or special-called meeting, may suspend the operations of the Charter School until a termination hearing can be conducted, as set forth in O.C.G.A. § 20-2-2068 and the accompanying State Board Rule.

24. Renewal, Non-Renewal and Probationary Term.

- a. Renewal. The Charter may be renewed by agreement of the parties following the procedures set forth in the Charter Schools Act and accompanying State Board Rule.
 - b. Non-Renewal. Any grounds for termination stated in Section 22(c) above also may be grounds for non-renewal. In addition, the Commission may elect not to renew the Charter if the petition for renewal does not comply with the Charter Schools Act and the rules, regulations, policies and procedures promulgated in accordance with the Charter Schools Act or if the Commission deems that the Charter School has not sufficiently increased student achievement or is no longer in the public interest.
 - c. Probationary Term. In the event the Commission determines that the Charter School has failed to comply with any provision of this Charter, the Commission may elect to grant a renewal for a probationary term, within which term the Charter School must come into compliance satisfactory to the Commission.
25. Amendments to Charter. Any material term of this Charter, to be determined by the Commission, may be amended in writing upon the approval of the Commission and a majority of the Governing Board of the Charter School. Any proposed amendment shall be made in accordance with State Board Rule 160-4-9-.04.
26. Administrative Clarifications. Any clarification to a non-material term of this Charter, to be determined by the Commission, shall be submitted in writing to the Commission for review. Any non-material term of this Charter may be clarified upon written approval of the Commission.
27. Indemnification. The Charter School shall defend, indemnify and hold harmless the Commission, the State Board and the Department, their employees, officers, directors, subcontractors, and agents against any and all claims, demands, suits, costs, judgments, or other forms of liability to third parties, actual or claimed, including reasonable attorney fees, and related expenses, on account of injury, damage or loss to property or persons (including but not limited to violations of civil rights), occurring or allegedly occurring in connection with the operation of the Charter School, from acts or omissions of the Charter School, its officers, directors, subcontractors, or agents, or from any debt or contractual obligation incurred by the Charter School.

28. Non-Agency. The parties expressly acknowledge and agree that the Charter School is not acting as the agent of the Commission, except as required by law or this Charter. The Charter School acknowledges that it is without authority to, and will not, extend the faith and credit of the Commission to any third party.
29. Delegation. The parties agree and acknowledge that the functions and powers of each party may be exercised only by each party and may not be delegated to a third party without written agreement by the parties.
30. Application of Amended Law. This Charter is subject to applicable state and federal laws and shall be deemed amended to reflect applicable changes to those laws upon the effective date of any such change.
31. Non-Waiver. No waiver of any breach of this Charter shall be held as a waiver of any other or subsequent breach.
32. Severability. If any provision of the Charter is determined to be unenforceable or invalid for any reason, the remainder of the Charter shall remain in full force and effect.
33. Governing Law and Venue. This Charter shall be governed by, subject to, and construed under the laws of the State of Georgia. This Charter shall be interpreted in accordance with O.C.G.A. §§ 20-2-2060 *et seq.* and §§ 20-2-2080 *et seq.*, as amended within the term of this Charter. Any action brought by one party to this Charter against another party shall be brought in the Superior Court of Fulton County.
34. Entire Agreement. This Charter sets forth the entire agreement between the Petitioner and the Commission with respect to the subject matter of this Charter. All prior contracts, representations, statements, negotiations, understandings, and undertakings between the Petitioner and the Commission are superseded by this Charter. The petition submitted to the Commission serves only as the formal application for the Charter School and does not constitute a contract between the Commission and the Petitioner. This Charter supersedes and overrides any provisions contained in the petition that conflict with this Charter.



Chairperson,
GEORGIA CHARTER SCHOOLS COMMISSION

12-14-09
(Date)



Chairperson,
FULTON LEADERSHIP ACADEMY, INC.

12-21-09
(Date)